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AGENDA ITEM 6

TO: MEMBERS OF THE PERFORMANCE AND COMPENSATION COMMITTEE

- I. SUBJECT:** 2005-2006 Performance Plan for Recently Appointed Portfolio Manager, Real Estate (First Reading)
- II. PROGRAM:** Administration
- III. RECOMMENDATION:** Recommend the Board Approve the Initial Reading of the 2005-2006 Performance Measures for the Portfolio Manager, Real Estate

IV. ANALYSIS:

The Board of Administration's compensation procedures include a schedule for approving performance plans and reviewing quarterly status reports. Performance plans for newly-appointed investment management staff will be presented on a flow basis, as soon as is practical after each position is filled. This item presents, for first reading, the performance plan and duty statement for the newly-appointed Portfolio Manager, Real Estate.

In accordance with the program policies and procedures, the quantitative measures in this performance plan are being reviewed for clarity by the investment consultant.

V. STRATEGIC PLAN:

Under Goal V of the Strategic Plan, CalPERS is committed to sustaining a high performance work culture. This can be accomplished at the highest executive levels through the establishment of methods that provide broad flexibility in the recruitment, retention and compensation of key personnel.

VI. RESULTS/COSTS:

The establishment of performance measures is critical to the management of a competitive compensation program for executives at the highest levels of the organization. This, in turn, is critical to the success of the organization. The cost of performance awards that might arise from the recommendation in this item will be funded from existing resources.

Chris O'Brien, Chief
Human Resources Division

Gloria Moore Andrews
Deputy Executive Officer - Operations

Attachments

**2005-2006 Performance Plan for the
Portfolio Manager, Real Estate**

A duty statement and 2005-2006 Fiscal Year Performance Plan is presented for first reading in the following pages:

| <u>Position</u> | <u>Current Incumbent</u> |
|--------------------------------|--------------------------|
| Portfolio Manager, Real Estate | Randy Pottle |